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ECONOMIC AND SOCIAL COUNCIL
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Item 5 (e)
SOCIAL, HUMANITARIAN AND
HUMAN RIGHTS QUESTIONS

ADVANCEMENT OF WOMEN

International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women

Report of the Secretary-General pursuant to General Assembly resolution 48/111

I. BACKGROUND

1. In a note submitted to the Economic and Social Council at its substantive session of 1993 (E/1993/82), the Secretary-General transmitted to the Council a proposal for the merger of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) with the United Nations Development Fund for Women (UNIFEM). The proposal, based on a recommendation made by the high-level panel of advisers on the restructuring of the economic and social sectors of the Organization, which had been endorsed by the Secretary-General, was subsequently elaborated by a task force established by him, following discussion in the Board of Trustees of INSTRAW.

2. The Economic and Social Council, in its decision E/1993/235 of 27 July 1993, agreed that the recommendation to merge those two organizations in pursuance of a stronger, more unified programme for the advancement of women could proceed, subject to the recommendations set out in paragraph 13 of the report (annexed to the Secretary-General's note), in particular the need for proper analysis of the legal, financial and administrative implications of the merger and subject to the consideration of the matter by the General Assembly at its forty-eighth session.

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3. Pursuant to that decision, the Secretary-General submitted a report to the General Assembly at its forty-eighth session (A/48/591), providing an analysis of the implications of the proposal, with particular attention to the recommendations outlined in paragraph 13 of the Task Force's report.

4. The General Assembly, in the preambular part of its resolution 48/111 of 20 December 1993, took note of the decision of the Council and of the Secretary-General's report pursuant to that decision; emphasized that the ultimate goal of the restructuring should be to strengthen the programmes for the advancement of women and to enhance the efficiency of the work of INSTRAW and the United Nations Development Fund for Women, in function, structure and cost-effectiveness; and recognized the importance of adequate preparation for the Fourth World Conference on Women, and the role therein of INSTRAW.

5. In the operative part of the resolution, the General Assembly affirmed that both INSTRAW and the United Nations Development Fund for Women should retain their comparative advantages in activities relating to the advancement of women; urged that the interaction between INSTRAW and UNIFEM, the Secretariat's Division for the Advancement of Women, the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women should be reviewed and rationalized within the context of ongoing efforts to revitalize the Economic and Social Council in pursuance of a stronger, more unified programme for the advancement of women; and requested the Secretary-General, through the Advisory Committee on Administrative and Budgetary Questions in accordance with rule 157 of the rules of procedure of the General Assembly, to submit to the Economic and Social Council at its substantive session of 1994 a report on the proposed merger.

6. The Secretary-General was requested to include in that report:

(a) A clear analysis of the financial benefits resulting from the merger;

(b) An estimate of the one-time non-recurrent costs of the merger, including costs of transitional measures, as well as an estimate of recurrent costs;

(c) Details of the current staffing structure of UNIFEM and INSTRAW, together with details of the proposed structure, including reporting arrangements;

(d) Staffing implications;

(e) A report on consultations with the host Government of INSTRAW.

The Assembly further requested that the report should include consideration of potential duplication of the training activities of INSTRAW and UNIFEM.

7. The General Assembly requested the Economic and Social Council to submit its final recommendations to the General Assembly at its forty-ninth session for its consideration and action before 31 December 1994.

8. Pursuant to paragraph 3 of the resolution, the present report has been transmitted to the Advisory Committee on Administrative and Budgetary Questions.

II. DISCUSSIONS WITH THE GOVERNMENT OF THE DOMINICAN REPUBLIC

9. In his report to the General Assembly at its forty-eighth session (A/48/591), the Secretary-General indicated that he was conscious of the need to build on the significant contribution made by the Government of the Dominican Republic and that he was consulting with that Government on different options that would serve to further an important objective of restructuring, namely, the decentralization of specific advisory and training activities closer to the countries they served.

10. Following the Economic and Social Council's adoption of decision 1993/235 on 27 July 1993 and a first review by the Secretariat, during the month of September, of the administrative, financial and legal implications, as requested by the Council in its decision, the Secretary-General wrote to the President of the Dominican Republic on 1 October 1993 seeking the cooperation of the authorities of the Dominican Republic in pursuing the matter. Subsequently, senior representatives of the Secretary-General undertook consultations with the authorities of the Dominican Republic in Santo Domingo and New York (A/C.3/48/10, para. 4).

11. After the adoption by the General Assembly of resolution 48/111, the Secretary-General resumed the consultation process at the beginning of 1994. A team led by the Under-Secretary-General for Development Support and Management Services, who serves as the representative of the Secretary-General on the Board of Trustees, visited Santo Domingo from 21 to 22 February 1994 to meet with the Government of the Dominican Republic. On that occasion the representative of the Secretary-General discussed the matter with a special commission established for that purpose by the President of the Dominican Republic. The Commission was chaired by the Minister of Education and composed of the Under-Secretary for Foreign Affairs, and an Alternate Representative to the United Nations. At that meeting, representatives of the Government of the Dominican Republic expressed their views and concerns about the merger. The representative of the Secretary-General presented to the Commission the rationale for the proposed merger and stressed the fact that the goals of the Secretary-General were the same as those of the Dominican Republic, namely, to strengthen the programmes for the advancement of women and to make those programmes more effective and more cohesive, in order that the limited resources available might be utilized in the best possible way without duplication.

12. Ms. Jacqueline Malagón, a representative of the host country, participated as ex officio member in the work of the fourteenth session of the Board of Trustees of INSTRAW, held from 18 to 21 April 1994. During the session the representative of the Secretary-General provided extensive briefings to the Board on various aspects of the proposed merger and the representative of the host country indicated her Government's position with respect to the proposal. The Board expressed the view that the proposed merger should be conceived as coordination and integration of the activities of INSTRAW and UNIFEM in order to contribute to the achievement of a stronger, more unified and more visible

programme for the advancement of women within the United Nations system as a whole. The views of the Host Country and the discussions that took place during the meeting are reflected in paragraphs 10 and 16 of the report of the Board to the Council (E/1994/68).

13. On 30 May 1994, the Minister of Education of the Dominican Republic, ex officio member of the INSTRAW Board of Trustees and head of the Special Commission, met with the Secretary-General in New York and transmitted a letter dated 28 April 1994 from the President of the Dominican Republic in response to the Secretary-General's letter of 1 October 1993. In that letter the President indicated that the definitive position of the Government of the Dominican Republic was set out in the statement delivered on 18 April 1994 by its representative to the Board of Trustees of INSTRAW (annex IV).

14. The Secretary-General's representative on the Board of Trustees of INSTRAW briefed a representative of the Dominican Republic on the main elements of the present report prior to submission.

III. MAIN FEATURES OF THE PROPOSAL

15. As indicated in previous reports, the main objective of the proposed merger is to achieve a strengthened and better-coordinated programme for the advancement of women by combining the research and training role of INSTRAW with the mandate of UNIFEM to undertake innovative and catalytic projects, and to relate those two sets of activities more closely to the central policy-making mechanisms of the United Nations in the economic and social sectors. This is particularly important in relation to the preparations for the Fourth World Conference on Women, being undertaken under the guidance of the Conference secretariat and the Division for the Advancement of Women, which are located in the Department for Policy Coordination and Sustainable Development in New York, as well as with respect to the follow-up of the Conference.

16. Under the proposed new institutional arrangements, the distinct identities, mandates, comparative advantages and characteristics of the two programmes, including the capacity to carry out independent research and related training activities for the advancement of women, would be maintained, while linkages and commonalities between the two programmes, and coordination between them, would be reinforced. This should, in turn, make it possible to mobilize fully not only the resources of traditional donors to each of the two entities but also other sources of funding in support of the joint programmes.

A. Institutional features

17. The main institutional features of the proposed merger would thus be the following:

(a) The two programmes would be placed under common management, to be located in New York;

(b) The mandates of both programmes would be maintained in their entirety;

(c) The distinct identities of the INSTRAW Trust Fund and of the United Nations Development Fund for Women would be maintained, and they would be separately open to contributions, including those pledged at the annual United Nations Pledging Conference for Development Activities;

(d) Duplication with respect to management, administration, information and communications would be eliminated, thus making available additional resources for the implementation of substantive programmes for the advancement of women;

(e) The savings resulting from the merger would be utilized, in particular, to strengthen research and training programmes;

(f) Subject to the concurrence of the Government of the Dominican Republic, facilities in Santo Domingo would focus on the carrying out of a broad range of decentralized training programmes on behalf of UNIFEM/INSTRAW.

B. Governance and reporting arrangements

18. In his report to the General Assembly at its forty-eighth session (A/48/591), the Secretary-General had set out the governance and reporting arrangements he envisaged for the joint programmes. In the light of the views expressed in the General Assembly and the Board of Trustees, the Secretary-General proposed that oversight of the joint programmes should be entrusted to a Consultative Board, which would combine the existing Board of Trustees of INSTRAW (composed of 11 members) and the Consultative Committee of UNIFEM (composed of five members). The Consultative Board would hold a first meeting early in 1995 with a view, inter alia, to preparing revised terms of reference, including any adjustments in its composition, for subsequent consideration by the Economic and Social Council and the General Assembly.

19. As proposed in the previous report of the Secretary-General, other aspects of the reporting arrangements would be unified and streamlined. The secretariat would prepare a single biennial report on programme activities and related budgetary requirements, covering both operational activities (UNIFEM) and research and training activities (INSTRAW), for submission to the Consultative Board. The report would then be transmitted to the Economic and Social Council and, through it, to the General Assembly, after consideration of relevant aspects by the Executive Board of the United Nations Development Programme (UNDP), and reviewed by the Commission on the Status of Women. Those reviews would ensure that the activities envisaged respond to the global strategy of the United Nations on the advancement of women and that there is mutual reinforcement between them and overall analytical and operational activities for development. Relevant information would also be provided to the Committee on the Elimination of Discrimination against Women (CEDAW).

20. Under those arrangements, reporting would be simplified and streamlined. At the same time, all intergovernmental bodies currently exercising responsibilities in the governance of INSTRAW and/or UNIFEM would continue to do so, the role of the Commission on the Status of Women would be strengthened in relation to the totality of those programmes, and the coordinating role of the

Economic and Social Council and the visibility of the combined programmes vis-à-vis both the Council and the General Assembly would be enhanced.

21. The above arrangements are thus consistent with the view of the Board of Trustees of INSTRAW (E/1994/68, paras. 10-16) that reporting mechanisms should ensure political visibility of research, training and operational activities for the advancement of women. They should also respond to the concern expressed in General Assembly resolution 48/111 for the enhancement and further rationalization of interactions between INSTRAW, UNIFEM, the Commission on the Status of Women and CEDAW and should promote the principles and measures embodied in Assembly resolution 48/162 of 20 December 1993 on further measures for the restructuring and revitalization of the United Nations in the economic, social and related fields. Specific aspects of the reporting arrangements would naturally be subject to review, in the light of recommendations made by the Consultative Board.

22. As previously indicated, the proposed arrangements would not involve any substantive changes in the statutory provisions relating to UNIFEM, the only adjustment required being the change in reporting procedures, which would be unified as proposed above. In so far as INSTRAW is concerned, as noted above, its main objectives and functions would likewise remain unaffected, since under the proposed arrangements the identity of the INSTRAW programme would be retained. The streamlining would, however, lead to modified administrative and financial arrangements for INSTRAW (see A/48/591, para. 8 (d) and (e)) superseding the current ones. The implications of the proposed new arrangements, as well as of any further agreements that may be reached concerning the deployment of activities to Santo Domingo, would be reflected, as necessary, in appropriate revisions of the Headquarters Agreement between the United Nations and the Government of the Dominican Republic, in accordance with the procedures set forth therein.

IV. ORGANIZATION, BUDGET AND STAFFING

23. The current staffing table of UNIFEM provides for 29 posts, 17 at the Professional level and 12 at the General Service level, as well as for 3 Junior Professional officers. The staffing table of INSTRAW provides for 39 posts, 9 posts at the Professional level and 30 posts at the General Service/Local level. The detailed breakdowns of staffing by organizational unit for both UNIFEM and INSTRAW are shown in annex I.

24. The 1994-1995 estimates for the programme approved by the Board of Trustees of INSTRAW amount to $4,492,100. The 1994-1995 approved biennial budget for UNIFEM was $8,995,500.

25. The results of the proposed merger as outlined below would be a net reduction of 19 posts in the management, information and administrative areas, for a combined staffing table of 49 posts, and a net saving of $605,500, which could be utilized for programming additional research and training activities. The percentage of INSTRAW's total resources devoted to substantive research and training activities would increase by 25 per cent, as indicated in annex III.

A. Structure

26. The current organization of UNIFEM includes an Office of the Director, as well as the functions of (a) communications and external relations, and (b) management services, reporting to the Director. A Deputy Director is in charge of operations and supervises three geographic sections and the Technical Advisory Section.

27. The current organization of INSTRAW consists, in addition to the Office of the Director, of three organizational units for (a) research and training; (b) information, communications and documentation; and (c) administrative and programme support, all reporting to the director.

28. Under the proposed new institutional arrangements, UNIFEM/INSTRAW would be headed by a single Director with a streamlined structure of two divisions, one dealing with operational activities and one with research and training. The Division for Operational Activities would continue to carry out the functions currently carried out by the Deputy Director of UNIFEM and the sections under her supervision. The Division for Research and Training would carry out the current research and training functions of INSTRAW. The Director would be supported by (a) a Communications and External Relations Section, which would combine the functions hitherto carried out by the Information, Communication and Documentation Service of INSTRAW and the Communications and External Relations Section of UNIFEM; and (b) a Management Services Section, in charge of providing the necessary administrative and programme support to UNIFEM/INSTRAW.

B. Staffing

29. The merged UNIFEM/INSTRAW would be headed by a Director, supported directly by one professional assistant and one secretary. The cost of the Office of the Director would be shared between UNIFEM resources and INSTRAW resources, on the basis of the relative ratio of such costs to total estimated expenditures under each Fund.

30. The UNIFEM/INSTRAW Communications and External Relations Section would comprise six posts (four Professional and two General Service), of which four posts would be financed from UNIFEM resources (corresponding to the current UNIFEM Communications and External Relations Section) and two posts from INSTRAW resources. The UNIFEM/INSTRAW Management Services Section would comprise six posts (two Professional and four General Service), of which five posts would be financed from UNIFEM resources (corresponding to the current UNIFEM Management Services Section) and one post from INSTRAW resources.

31. The staffing of the Division for Operational Activities would remain the same as that of the present Office of the Deputy Director of UNIFEM for Operations.

32. The core staffing of the Division for Research and Training would consist of 11 posts, of which 9 posts would be located in New York (4 Professional and 5 General Service) and 2 posts (1 Professional and 1 General Service) in Santo Domingo. As indicated in paragraph 19, net savings of over $600,000 are

envisaged as a result of the merger, and those savings could be utilized for programming additional research and training activities.

33. Subject to the concurrence of the Government of the Dominican Republic, it is proposed, as part of a decentralized approach to advisory and training services, to gear the INSTRAW presence and facilities at Santo Domingo to the operation of a joint UNIFEM/INSTRAW centre, focusing on the provision of such services, which would initially comprise eight core posts, including the two posts referred to above, and six additional local-level posts to provide for documents control, printing and administration and general services. Drawing on this core establishment, a progressive expansion of the facility may be envisaged, through reimbursements to be received for services rendered for UNIFEM-funded and other United Nations system training activities to be hosted by the facility.

C. Recurrent budget of the United Nations International Research and Training Institute for the Advancement of Women

34. The estimated recurrent budget for 1994-1995 INSTRAW activities to be financed from the INSTRAW Trust Fund amounts to $3,886,700, resulting, as indicated above, in a net saving of $605,500 for redeployment to research and training activities.

35. These estimates reflect the following assumptions with respect to current INSTRAW resources:

(a) Resources estimated for the cost of policy-making organs (Board of Trustees of INSTRAW) correspond to the full cost of Board meetings;

(b) Resources shown under Executive Direction and Management have been released, except for direct costs for fund-raising travel;

(c) With regard to research and training, estimates for consultants, travel, contractual services, seminars and contributions have been retained unchanged and transferred to New York. Provision for temporary assistance, overtime and general operating expenses have been included on the basis of UNIFEM's experience of those requirements for the number of staff to be located in New York. Additional resources have been provided to cover the running expenses of the training facility at Santo Domingo, namely, temporary assistance, overtime, travel, supplies, miscellaneous services and maintenance of premises and equipment. Staff costs have been calculated on the basis of estimated actual costs for currently filled posts and standard costs for currently vacant posts;

(d) Direct costs under information, communications and documentation estimated for consultants and contractual services related to publications, as well as contributions, have been retained unchanged and transferred to New York. Estimates under all other objects of expenditure have been released. The resulting savings have been partially offset by the inclusion of estimates for (i) printing of publications; (ii) maintenance of the mailing list and the bibliographical databases; and (iii) handling of information queries. These

activities are carried out under subcontract for UNIFEM by the International Women's Tribune Centre;

(e) Resources under administrative and programme support have been released, except as indicated in subparagraph (c) above, that is, those direct costs required for the operation of the Division for Training and Research in New York and the training facility at Santo Domingo;

(f) It is estimated that 17 per cent of the direct costs of research and training would cover the share of common costs to be met from INSTRAW resources. The areas in which costs are shared and the related percentages are as follows: executive direction and management, 4.3 per cent; management services, 4.3 per cent; communications and external relations, 8.4 per cent. The reimbursement to UNDP for services to be rendered is estimated at 3.75 per cent of the direct costs financed from INSTRAW resources.

D. Non-recurrent costs and transitional measures

36. The non-recurrent costs are estimated at $284,500 from INSTRAW resources and $56,000 from UNIFEM resources. The $56,000 to be financed by the Fund represents the cost of furniture, equipment and renovation of office space. The $284,500 to be financed from INSTRAW resources includes provision for the relocation of professional staff, shipment of the library/reference collection, termination costs of staff as a result of the abolition of posts, estimated payment in lieu of annual leave, conversion of databases, acquisition of furniture and equipment, and renovation of premises in New York. The cost of transitional measures is estimated at $34,100 for salaries and allowances, to be met from INSTRAW resources.

V. TRAINING ACTIVITIES OF THE INTERNATIONAL RESEARCH AND TRAINING INSTITUTE FOR THE ADVANCEMENT OF WOMEN AND THE UNITED NATIONS DEVELOPMENT FUND FOR WOMEN

37. In paragraph 4 of its resolution 48/111, the General Assembly requested the Secretary-General to include in his report consideration of the potential duplication of training activities of INSTRAW and UNIFEM.

38. The broad division of labour in respect of training between the two institutions at present is that INSTRAW develops training materials, whereas UNIFEM supports the training of specific groups of individuals. Selectively, INSTRAW may carry out actual training, as is the case for the gender-statistics project in the Asian region, where training is provided to national data users and producers in the compilation of gender statistics from existing data sources and in the selection and use of relevant indicators for policy design, programme development, implementation, monitoring and evaluation. This type of training may form the basis for subsequent UNIFEM projects, as was the case when similar training carried out by INSTRAW in China resulted in a UNIFEM project to strengthen the gender-responsiveness of the statistical system.

39. The proposed merger would obviously minimize the likelihood of duplication and enhance the possibilities for mutually reinforcing activities.

A. International Research and Training Institute for the Advancement of Women: approved 1994-1995 staffing by organizational unit, category and level

Organizational unit	Professional category and above							General Service/Local level				Junior Professional officer
	D-2	D-1	P-5	P-4	P-3	P-2	Subtotal	Principal	Other	Subtotal	Total	
Office of the Director	1						1		1	1	2	
Research and training		1		1	1	2	5	3	3	6	11	
Information, communications and documentation			1	1			2		12	12	14	
Administration and support services			1				1	1	10	11	12	
	1	1	2	2	1	2	9	4	26	30	39	-

B. United Nations Development Fund for Women: approved 1994-1995 staffing by organizational unit, category and level a/

Organizational unit	Professional category and above							General Service/Local level				Junior Professional officer
	D-2	D-1	P-5	P-4	P-3	P-2	Subtotal	Principal	Other	Subtotal	Total	
Office of the Director	1				1		2		1	1	3	
Communications and External Relations Section				1	2		3		1	1	4	1
Management Services Section				1	1		2	1	2	3	5	
Office of the Deputy Director for Operations			1				1		1	1	2	
Monitoring and evaluation				1			1		1	1	2	
Africa Section				2			2		1	1	3	
Asia/Pacific Section			1		1		2		1	1	3	
Latin America and Caribbean Section			1		1		2		1	1	3	
Technical Advisory Section			1	1			2		2	2	4	2
	1	-	4	6	6	-	17	1	11	12	29	3

a/ Supplementary tables to DP/1993/45 erroneously include a P-4 and General Service post under extrabudgetary staffing.

C. United Nations Development Fund for Women and the International Research and Training Institute for the Advancement of Women: net changes in staffing

Organizational unit	Professional category and above							General Service/Local level				Junior Professional officer
	D-2	D-1	P-5	P-4	P-3	P-2	Subtotal	Principal	Other	Subtotal	Total	
Total: currently approved	2	1	6	8	7	2	26	5	37	42	68	3
INSTRAW: proposed changes	(1)	-	(2)	(1)	1	-	(3)	(1)	(15)	(16)	(19)	-
UNIFEM/INSTRAW	1	1	4	7	8	2	23	4	22	26	49	3

D. United Nations Development Fund for Women/International Research and Training Institute for the Advancement of Women: proposed 1995 staffing by organizational unit, category and level

Organizational unit	Professional category and above							General Service/Local level				Junior Professional officer
	D-2	D-1	P-5	P-4	P-3	P-2	Subtotal	Principal	Other	Subtotal	Total	
Office of the Director	1	-	-	-	1	-	2	-	1	1	3	-
Communications and External Relations Section				1	3		4		2	2	6	1
Management Services Section				1	1		2	1	3	4	6 a/	
Operational Activities Division	-	-	1	-	-	-	1	-	1	1	2	-
Monitoring and evaluation	-	-	-	1	-	-	1	-	1	1	2	
Africa Section	-	-	-	2	-	-	2	-	1	1	3	-
Asia/Pacific Section	-	-	1	-	1	-	2	-	1	1	3	-
Latin America and Caribbean Section	-	-	1	-	1	-	2	-	1	1	3	-
Technical Advisory Section	-	-	1	1	-	-	2	-	2	2	4	2
Research and Training Division	-	1	-	1		2	4	3	2	5	9	-
Training Centre					1		1		7	7	8	
	1	1	4	7	8	2	23	4	22	26	49	3
Distribution by source of funds												
UNIFEM resources	1	-	4	6	6	-	17	1	11	12	29	3
INSTRAW resources	-	1	-	1	2	2	6	3	11	14	20	-
	1	1	4	7	8	2	23	4	22	26	49	3

a/ Costs shared by UNIFEM and INSTRAW resources.

ANNEX II

United Nations Development Fund for Women/International Research and Training Institute for the Advancement of Women: recurrent costs

Object of expenditure	INSTRAW resources					UNIFEM resources	Total resources
	Approved budget (Santo Domingo)	Increase (decrease)	1994-1995 estimates (Santo Domingo)	1994-1995 estimates (New York)	1994-1995 estimates (Total)	Approved budget	Proposed estimates
Established posts						2 523.1	2 523.1
Temporary assistant for meetings	2.2	1.0	0.0	3.2	3.2		3.2
General temporary assistant	25.8	(2.0)	2.0	21.8	23.8	65.6	89.4
Consultants	370.5	0.0	0.0	370.5	370.5	111.3	481.8
Overtime	19.8	4.0	2.0	21.8	23.8	52.4	76.2
Temporary posts	2 119.5	(973.3)	258.8	887.4	1 146.2		1 146.2
Common staff costs	722.8	(189.3)	102.1	431.4	533.5	1 503.8	2 037.3
Travel of representatives	185.9	(29.2)	0.0	156.7	156.7		156.7
Travel of staff to meetings	37.8	(37.8)	0.0	0.0	0.0	55.8	55.8
Other official travel	183.4	(56.4)	8.0	119.0	127.0	133.3	260.3
Contractual services	190.4	317.8	0.0	508.2	508.2	61.7	569.9
Information contracts						16.7	16.7
Translation						24.0	24.0
Systems development contracts						54.7	54.7
Rental and maintenance of premises	86.7	4.0	20.0	70.7	90.7	753.0	843.7
Utilities		11.6		11.6	11.6	50.8	62.4
Rental and maintenance of equipment	20.5	2.0	13.5	9.0	22.5	27.0	49.5
Communications	100.0	(67.6)	2.0	30.4	32.4	228.0	260.4
Official functions	17.2	(15.8)	0.0	1.4	1.4		1.4
Hospitality						5.6	5.6
Maintenance of furniture and equipment	0.0	0.0	0.0	0.0	0.0		0.0
Miscellaneous services	14.3	(7.9)	1.0	5.4	6.4	16.3	22.7

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Object of expenditure	INSTRAW resources: Approved budget (Santo Domingo)	Increase (decrease)	1994-1995 estimates (Santo Domingo)	1994-1995 estimates (New York)	1994-1995 estimates (Total)	UNIFEM resources: Approved budget	Total resources: Proposed estimates
Supplies and materials	72.9	(51.1)	2.0	19.8	21.8	56.3	78.1
Acquisition of furniture and equipment	10.6	(10.6)	0.0	0.0	0.0	48.6	48.6
Microcomputers						32.9	32.9
Mainframe computers						15.0	15.0
Seminars/training	85.1	0.0	0.0	85.1	85.1		85.1
Contributions	54.0	0.0	0.0	54.0	54.0		54.0
Reimbursement to NYCS/ICC						7.4	7.4
Reimbursement to UNDP		120.7		120.7	120.7	796.7	917.4
Reimbursement to the United Nations	172.8	(172.8)					0.0
Share of common costs		547.2		547.2	547.2		547.2
	4 492.2	(605.5)	411.4	3 475.3	3 886.7	6 640.0	10 526.7
Extrabudgetary resources:							
Special projects - INSTRAW a/					322.7		322.7
Support services related to extrabudgetary activities of UNIFEM						467.1	467.1
Technical support activities of UNIFEM						1 888.4	1 888.4
Reimbursement from INSTRAW resources for share of common costs						547.2	b/
Total extrabudgetary resources					322.7	2 902.7	2 678.2
Total budgetary and extrabudgetary resources					4 209.4	9 542.7	13 204.9

a/ Activities with secured financing only.

b/ Excluded to avoid double counting.

ANNEX III

Training Institute for the Advancement of Women: resources

	1994-1995 approved budget (Santo Domingo)	Percentage	1994-1995 estimates (total)	Percentage
Policy-making organs	253.4	6	162.3	4
Executive direction and management	376.3		10.0	
Share of common costs			138.4	
	376.3	8	148.4	4
Research and training	1 798.7	40	2 451.4	63
Information, communications and documentation	1 183.4		460.2	
Share of common costs			270.4	
	1 183.4	26	730.6	19
Administration	707.6		134.9	
Reimbursement to the United Nations or UNDP and share of common costs	172.8		259.1	
	880.4	20	394.0	10
Total direct costs	4 319.4		3 218.8	
Total reimbursement and shared costs	172.8		657.9	
Grand total	4 492.2	100	3 886.7	100

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ANNEX IV

Statement by the representative of the Dominican Republic at the fourteenth session of the Board of Trustees of the International Research and Training Institute for the Advancement of Women (INSTRAW) held at Santo Domingo on 18 April 1994

As a woman of the Dominican Republic, and as representative of my Government to the Board of Trustees of INSTRAW, I should like to extend a very cordial welcome to the representative of the Secretary-General, Under-Secretary-General Ji, to the distinguished members of the Board and to all the observers who have joined us at this fourteenth session of the Board of Trustees of INSTRAW.

It is a great honour for us to welcome you here among us, in our capital of Santo Domingo. We trust that despite their long tradition of hard and tireless work, the members of this Board of Trustees will have an opportunity to visit some of the monuments in which our historic city is so rich.

We also trust that you will be able to get to know our people and, in particular, the women of our country. We welcome all of you very warmly.

Women have played an essential historic role in building the social, economic, political and cultural life of this nation. They have traditionally fought for the recognition of their rights, and since 1942 they have enjoyed the right to vote.

However, Dominican women have played a major role not only within our own borders but also on the international stage. We recall with pride that our country was a founding Member of the United Nations and that one of the four women who signed the Charter was a Dominican.

We signed and ratified the Convention on the Elimination of All Forms of Discrimination against Women in 1980 and 1982 respectively. In 1966 all our provinces were governed by women, and we can assert beyond any doubt that Dominican women have always been in the forefront in all facets of our country's economic, social, political and cultural life.

It is no surprise, therefore, that our country offered to serve as host to the International Research and Training Institute for the Advancement of Women, INSTRAW. Despite our limited resources and the tremendous responsibility involved in hosting the Institute, particularly for a small developing country, we had no hesitation in making that commitment.

Madam President, Mr. Under-Secretary-General, distinguished Trustees, women are watching you now. They are watching you with anxiety and hope as they eagerly await the outcome of this session, which they believe will have a profound influence on the advancement of women, and not only here in the Dominican Republic but throughout the world.

We must rise to the occasion. We must do so for these women, who believe in us, for the United Nations and for the international community, which has devoted so much attention and effort for many years to promoting the cause of women and would not understand or excuse any failure or complacency on our part. We must do so for our own sake, to ensure that our message to posterity, to future generations, is not imbued with the sombre and dramatic tone in which Hamlet, in Shakespeare's masterpiece, addressed his faithful friend Horatio, and I quote:

"O good Horatio, what a wounded name,
Things standing thus unknown, shall live behind me!
If thou didst ever hold me in thy heart,
Absent thee from felicity a while,
And in this harsh world draw thy breath in pain
To tell my story."

My friends, we must ensure that all that lives behind us is the story of the success of this critical fourteenth session of INSTRAW and the message of hope that we must bring to all women of the world.

Nothing should live behind us other than the success achieved by our own efforts. Dear friends, let us pledge to achieve that success, and, to that end, let us make the required commitments and absent ourselves a while from the seeming felicity with which our complacency would deceive us, and, if necessary, let us draw our breath in pain in this harsh world.

I should like, with the permission of those gathered here, to offer a few brief remarks regarding the proposed merger of INSTRAW and the United Nations Development Fund for Women (UNIFEM). I am certain that everyone realizes how important my Government considers this matter. Indeed, the consequences are very real and go far beyond mere theoretical disquisition.

We should remember that the proposal to merge INSTRAW and UNIFEM arose in the context of a general review of the United Nations, inter alia, for the purpose of bringing about greater economy and efficiency in the functioning of the Organization. It was suggested that savings could be achieved by reducing the number of institutions, eliminating overlapping and duplication of functions and encouraging a greater spirit of cooperation and collaboration throughout the system.

It should be noted that, with respect to the institutions established specifically to ensure the advancement of women, it has been suggested that such a course of action would encourage the intensification of efforts to overcome the persistent obstacles which have traditionally hindered women's progress.

Now, while in general terms, reducing the number of institutions may well have a positive financial impact, we must consider the case at hand in more detail and ensure that the proposed course of action will enable us to attain the goals of greater efficiency and economy. The worthy cause of the advancement of women and the prestige of the United Nations in this area are at stake, and we must proceed with the utmost caution and careful consideration.

We wish to make it perfectly clear that we agree with the Secretary-General and support him in his efforts to rationalize the functioning of the Organization, streamlining its structure to make it more effective. We are fully aware that the United Nations in 1994 is an Organization quite different to the one established in 1945.

Many changes have been introduced to enable the Organization, as we approach the next millennium, to play as active a role as possible in seeking solutions to world problems, and there is no doubt there exists a general will to revitalize the United Nations. Yet, Madam President, Mr. Under-Secretary-General, distinguished Trustees, we must not forget that the end, however noble, does not always justify the means and that this goal must be pursued through consultations held in a spirit of representativeness and transparency and guided, above all, by the decisions adopted by the sovereign assembly of Member States, in which all the power and authority of the Organization are ultimately vested.

General Assembly resolution 48/111, adopted by consensus on 20 December 1993, emphasizes that the ultimate goal of restructuring should be to strengthen the programmes for the advancement of women and to enhance the efficiency, in function, structure and cost-effectiveness, of the work of the organizations to which it refers.

The resolution also recognizes the importance of adequate preparation for the Fourth World Conference on Women and the role therein of the International Research and Training Institute for the Advancement of Women.

Paragraph 3 of the resolution requests the Secretary-General to submit to the Economic and Social Council at its substantive session of 1994, through the Advisory Committee on Administrative and Budgetary Questions in accordance with rule 157 of the rules of procedure of the General Assembly, a report on the proposed merger of INSTRAW and UNIFEM and to include in it inter alia a report on the consultations held with our Government.

From this perspective, the guidelines given to the Secretariat in a reflection of the sovereign will of Member States could not be clearer: consultations with the host country and strict respect for the interests of all parties.

It is our hope that these consultations, together with the recommendations of the Advisory Committee on Administrative and Budgetary Questions, will produce a solution taking full account of the interests of my country and of the United Nations and, in particular, of the requirements of the advancement of women.

That would, after all, amount simply to implementation of the message and mandate implicit in General Assembly resolution 48/111.

As one of the three institutions of the United Nations system which are dedicated exclusively to the advancement of women, INSTRAW has a special role to play in supporting and promoting women as an essential element in the development process. In accordance with its mandate, INSTRAW should serve as an

international vehicle for conducting research and establishing training programmes to contribute to the mobilization of women and their integration in the development process, should increase international awareness on issues concerning women and should help women to meet new challenges and trends.

Although INSTRAW is a small institute with limited resources, it has a very broad mandate, and its role as a catalyst is extremely important, since it plays a substantive role in activities leading up to major international events, such as the regional preparatory conferences and the Fourth World Conference on Women, the International Year of the Family, the International Conference on Population and Development and the World Summit for Social Development.

If INSTRAW is to meet its commitments and obligations in respect of these major international events, it must have the support of Member States and of the United Nations Secretariat. We are counting on that support.

I realize that the time available to us is limited and that this is a brief session of just four days - very little time in comparison with the magnitude of our task. Yet we hope that at the next meeting of the Board, we shall preside over a revitalized and strengthened INSTRAW, in a position to discharge its mandate. You, as Trustees of the Institute, have the responsibility of translating our plans into reality.

We too, as the host country of the Institute, share that responsibility, and as representative of my Government, I can assure you that the Dominican Republic will spare no effort in pursuit of that worthy objective.

We recognize how limited our resources are and we must make up for that by sustained and intensive effort. But, as the saying has it, where there's a will, there's a way.

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GENERAL ASSEMBLY
Forty-ninth session
Items 103 and 104 (c) of the
preliminary list*
REPORT OF THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES, QUESTIONS RELATING TO REFUGEES, RETURNEES AND DISPLACED PERSONS AND HUMANITARIAN QUESTIONS
HUMAN RIGHTS QUESTIONS: HUMAN RIGHTS SITUATIONS AND REPORTS OF SPECIAL RAPPORTEURS AND REPRESENTATIVES

SECURITY COUNCIL
Forty-ninth year

Letter dated 6 July 1994 from the Chargé d'affaires a.i. of the Permanent Mission of Yugoslavia to the United Nations addressed to the Secretary-General

I have the honour to transmit herewith the text of a letter from Dr. Radoslav Bulajić, Deputy Federal Minister for Foreign Affairs of the Federal Republic of Yugoslavia, addressed to you (see annex).

I should be grateful if you would have the present letter and its annex circulated as an official document of the General Assembly, under items 103 and 104 (c) of the preliminary list, and of the Security Council.

(Signed) Dragomir DJOKIĆ
Ambassador
Chargé d'affaires a.i.

* A/49/50/Rev.1.

ANNEX

Letter dated 29 June 1994 from the Deputy Federal Minister for Foreign Affairs of Yugoslavia addressed to the Secretary-General

The Federal Ministry of Foreign Affairs of the Federal Republic of Yugoslavia wishes to inform you that the process of the ethnic cleansing of Serbs and discrimination against them vis-á-vis Muslims and Croats is being continued in the former Yugoslav republic of Bosnia-Herzegovina and the Republic of Croatia. As a consequence of the policy of ethnic cleansing, 707,368 Serbs had to leave their homes in those territories in the former Bosnia-Herzegovina in which the power of Bosnian Muslims and Croats was established. Considering the fact that there were 1,320,644 Serbs in Bosnia-Herzegovina (with 326,280 of those who declared themselves Yugoslavs) according to the 1981 census, about 50 per cent of the Serbs have been expelled from their homes and deprived of their property.

The process of ethnic cleansing in the former Bosnia-Herzegovina, as in the Republic of Croatia before, was begun by the regular armed forces of the Republic of Croatia and paramilitary formations of Bosnian Croats (the first instances of the infiltration of the regular armed forces of the Republic of Croatia into the former Bosnia-Herzegovina began on 17 February 1992, whereupon they started the massacre and expulsion of the Serb population in the regions of Bosanska Posavina, western Herzegovina and the Kupres Plateau), which process was subsequently continued by armed formations of Bosnian Muslims.

The largest number of Serbs were expelled from Mostar (Serbs accounted for 30 per cent of the population of this town and were expelled in a joint action by Croatian and Muslim forces, which also destroyed all Orthodox churches and other places of worship of the Serb people in the region), other townships in western Herzegovina, and particularly from some regions in central Bosnia and Podrinje. Before the outbreak of the civil war in former Bosnia-Herzegovina, Serbs accounted for 29 per cent of the population in the Goražde area and 30.1 per cent in Srebrenica; Serbs constituted a relative majority in the Sarajevo borough of Novi Grad; they accounted for about 20 per cent of the population of the Sarajevo borough of Stari Grad; between 20 per cent to 55 per cent in the following Sarajevo boroughs: Centar, Sarajevo-Ilidža and Sarajevo-Novo. Furthermore, a great number of Serbs and Yugoslavs (ever since the communist regime of the former Yugoslavia recognized Muslims as a separate people, Serbs were almost the only ones who declared themselves Yugoslavs) lived in Tuzla, 32.4 per cent, and Zenica, 28.4 per cent.

Out of 707,368 Serbs expelled from their homes, 427,368 found new homes in the Republic of Srpska (about 280,000 Serbs from the former Bosnia-Herzegovina live as refugees in the Federal Republic of Yugoslavia) as follows:

(a) The region of Herzegovina 1 (towns: Čajniče, Foča, Kalinovik, Rudo, Višegrad) - 34,176 Serbs expelled from other regions under Croatian-Muslim control;

(b) The region of Herzegovina 2 (towns: Bileća, Gacko, Konjic, Ljubinje, Nevesinje, Stolac, Trebinje) - 30,742;

(c) The region of north Bosnia (towns: Brod, Derventa, Doboj, Gračanica, Lukavac, Maglaj, Modriča, Odžak, Petrovo, Teslić, Tešanj, Zavidovići) - 54,501;

(d) The region of Krajina 1 (towns: Banja Luka, Prijedor, Sanski Most, Jajce) - 71,145;

(e) The region of Krajina 2 (towns: Bihać, Drvar, Glamoč, Grahovo, Ključ, Krupa na Uni, Kupres, Mrkonjić, Petrovac, Šipovo) - 46,171;

(f) The region of Sarajevo (towns: Sarajevo-Centar, Hadžići, Ilidža, Ilijaš, Rajlovac, Vogošća) - 52,164;

(g) The region of Birač (towns: Zvornik, Milići, Sekovići, Vlasenica) - 35,991;

(h) The region of Romanija (towns: Pale, Sokolac, Han Pijesak) - 39,039;

(i) The region of Semberija (towns: Bijeljina, Ugljevik, Brčko) - 62,989.

The Serbs remaining in the towns under Muslim control - Sarajevo, Zenica, Tuzla, Travnik and others - are the victims of ruthless discrimination. Not only do the Muslim authorities force them to participate in military operations against Serbs, particularly in digging trenches and cleaning mine fields (over 100 Serbs were executed for refusing to participate in Muslim armed formations or to dig tunnels under the Sarajevo airport and at other locations in Sarajevo), but also withhold humanitarian assistance from their quotas sent by Western and other countries. As Serbs are the most frequent victims of job dismissals and are thus left without means to support themselves, they have become virtual hostages whom Muslim authorities do not allow freely to leave the region.

One of the basic principles of democracy is the freedom of an individual to choose freely where he/she wants to live, especially if his/her existence is threatened in the environment in which he/she happens to live. The international community would therefore be well advised to establish the reasons why members of a certain nationality decide to leave regions under the control of one of the warring parties. In point of fact, even in conditions where there is no discrimination but where job opportunities are scarce as a result of economic difficulties, there does arise a need for economic emigration. For these reasons, the international community should exert maximum efforts to ensure full respect for the rights of all citizens, regardless of their religion or nationality, in the territories under the control of one of the warring parties in the civil war in the former Bosnia-Herzegovina. One of these rights is the right of each individual to decide freely whether he/she wants to stay in the territory controlled by the authorities of the other party in the civil war.

In presenting these regrettable facts, the Federal Ministry of Foreign Affairs expresses its hope that a just and durable peace will soon be established in the former Bosnia-Herzegovina, for without peace neither Serb nor Croatian and Muslim peoples can live in dignity.

(Signed) Dr. Radoslav BULAJIĆ
Deputy Federal Minister of
Foreign Affairs